

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2097  
Revision No.: 16  
Date of Last Revision: 06/07/2002

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle  
Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot  
New Jersey County of Salem

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	9.92
Accounting Clerk II	11.72
Accounting Clerk III	14.02
Accounting Clerk IV	15.48
Court Reporter	15.41
Dispatcher, Motor Vehicle	14.69
Document Preparation Clerk	12.09
Duplicating Machine Operator	11.72
Film/Tape Librarian	13.48
General Clerk I	8.94
General Clerk II	11.18
General Clerk III	11.72
General Clerk IV	14.02
Housing Referral Assistant	17.29
Key Entry Operator I	11.04
Key Entry Operator II	14.47
Messenger (Courier)	9.22
Order Clerk I	10.35
Order Clerk II	13.88
Personnel Assistant (Employment) I	11.72
Personnel Assistant (Employment) II	14.02
Personnel Assistant (Employment) III	15.41
Personnel Assistant (Employment) IV	16.81
Production Control Clerk	16.81
Rental Clerk	14.02
Scheduler, Maintenance	14.02
Secretary I	14.02
Secretary II	15.33
Secretary III	17.95
Secretary IV	18.87
Secretary V	21.16

Service Order Dispatcher	13.18
Stenographer I	16.28
Stenographer II	17.12
Supply Technician	18.87
Survey Worker (Interviewer)	12.84
Switchboard Operator-Receptionist	12.55
Test Examiner	15.33
Test Proctor	15.33
Travel Clerk I	10.47
Travel Clerk II	11.40
Travel Clerk III	12.32
Word Processor I	12.23
Word Processor II	13.53
Word Processor III	14.84

**Automatic Data Processing Occupations**

Computer Data Librarian	12.20
Computer Operator I	15.73
Computer Operator II	17.33
Computer Operator III	20.68
Computer Operator IV	22.05
Computer Operator V	24.99
Computer Programmer I (1)	18.07
Computer Programmer II (1)	22.38
Computer Programmer III (1)	26.95
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	26.79
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.96

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.46
Automotive Glass Installer	15.27
Automotive Worker	17.44
Electrician, Automotive	18.11
Mobile Equipment Servicer	16.06
Motor Equipment Metal Mechanic	18.80
Motor Equipment Metal Worker	17.44
Motor Vehicle Mechanic	18.81
Motor Vehicle Mechanic Helper	15.38
Motor Vehicle Upholstery Worker	16.74
Motor Vehicle Wrecker	17.44
Painter, Automotive	18.11
Radiator Repair Specialist	17.44
Tire Repairer	13.58
Transmission Repair Specialist	18.80

**Food Preparation and Service Occupations**

Baker	11.66
Cook I	10.89
Cook II	11.83
Dishwasher	8.83
Food Service Worker	9.71
Meat Cutter	14.75
Waiter/Waitress	9.39

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	19.04
Furniture Handler	15.27
Furniture Refinisher	19.04
Furniture Refinisher Helper	16.02
Furniture Repairer, Minor	17.53
Upholsterer	19.04

**General Services and Support Occupations**

Cleaner, Vehicles	10.29
Elevator Operator	10.91
Gardener	11.99
House Keeping Aid I	9.48
House Keeping Aid II	10.45
Janitor	10.91
Laborer, Grounds Maintenance	11.51
Maid or Houseman	9.76
Pest Controller	12.04
Refuse Collector	10.15
Tractor Operator	11.83
Window Cleaner	11.61

**Health Occupations**

Dental Assistant	12.37
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.39
Licensed Practical Nurse I	11.81
Licensed Practical Nurse II	12.68
Licensed Practical Nurse III	14.19
Medical Assistant	10.55
Medical Laboratory Technician	11.61
Medical Record Clerk	11.61
Medical Record Technician	13.89
Nursing Assistant I	8.51
Nursing Assistant II	9.58
Nursing Assistant III	10.23
Nursing Assistant IV	11.00
Pharmacy Technician	12.50
Phlebotomist	11.61
Registered Nurse I	17.57
Registered Nurse II	21.51
Registered Nurse II, Specialist	21.51

Registered Nurse III	26.00
Registered Nurse III, Anesthetist	26.00
Registered Nurse IV	31.18

**Information and Arts Occupations**

Audiovisual Librarian	19.58
Exhibits Specialist I	16.52
Exhibits Specialist II	21.77
Exhibits Specialist III	24.71
Illustrator I	16.52
Illustrator II	21.77
Illustrator III	24.71
Librarian	23.67
Library Technician	12.94
Photographer I	13.85
Photographer II	16.59
Photographer III	20.69
Photographer IV	23.11
Photographer V	29.17

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.14
Counter Attendant	7.14
Dry Cleaner	8.36
Finisher, Flatwork, Machine	7.14
Presser, Hand	7.14
Presser, Machine, Drycleaning	7.14
Presser, Machine, Shirts	7.14
Presser, Machine, Wearing Apparel, Laundry	7.14
Sewing Machine Operator	9.00
Tailor	9.64
Washer, Machine	7.67

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	20.94
Tool and Die Maker	24.29

**Material Handling and Packing Occupations**

Forklift Operator	14.92
Fuel Distribution System Operator	16.50
Material Coordinator	19.08
Material Expediter	19.08
Material Handling Laborer	12.52
Order Filler	12.31
Production Line Worker (Food Processing)	16.11
Shipping Packer	13.36
Shipping/Receiving Clerk	13.27
Stock Clerk (Shelf Stocker; Store Worker II)	14.84
Store Worker I	11.18

Tools and Parts Attendant	16.02
Warehouse Specialist	16.11

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.82
Aircraft Mechanic Helper	16.02
Aircraft Quality Control Inspector	21.90
Aircraft Servicer	17.53
Aircraft Worker	18.30
Appliance Mechanic	19.04
Bicycle Repairer	16.17
Cable Splicer	21.40
Carpenter, Maintenance	19.04
Carpet Layer	18.30
Electrician, Maintenance	20.89
Electronics Technician, Maintenance I	14.78
Electronics Technician, Maintenance II	22.96
Electronics Technician, Maintenance III	24.63
Fabric Worker	17.53
Fire Alarm System Mechanic	19.82
Fire Extinguisher Repairer	16.94
Fuel Distribution System Mechanic	21.80
General Maintenance Worker	18.30
Heating, Refrigeration and Air Conditioning Mechanic	22.68
Heavy Equipment Mechanic	19.82
Heavy Equipment Operator	19.82
Instrument Mechanic	19.82
Laborer	13.55
Locksmith	19.04
Machinery Maintenance Mechanic	20.30
Machinist, Maintenance	19.20
Maintenance Trades Helper	16.02
Millwright	22.97
Office Appliance Repairer	19.04
Painter, Aircraft	19.04
Painter, Maintenance	19.04
Pipefitter, Maintenance	24.74
Plumber, Maintenance	21.90
Pneudraulic Systems Mechanic	19.82
Rigger	19.82
Scale Mechanic	18.30
Sheet-Metal Worker, Maintenance	19.82
Small Engine Mechanic	18.30
Telecommunication Mechanic I	19.82
Telecommunication Mechanic II	20.54
Telephone Lineman	19.82
Welder, Combination, Maintenance	20.00
Well Driller	19.82
Woodcraft Worker	19.82

Woodworker	17.53
<b>Miscellaneous Occupations</b>	
Animal Caretaker	10.01
Carnival Equipment Operator	9.85
Carnival Equipment Repairer	10.73
Carnival Worker	8.83
Cashier	9.62
Desk Clerk	11.78
Embalmer	19.55
Lifeguard	10.49
Mortician	21.51
Park Attendant (Aide)	13.24
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.49
Recreation Specialist	16.33
Recycling Worker	12.72
Sales Clerk	10.49
School Crossing Guard (Crosswalk Attendant)	9.49
Sport Official	10.49
Survey Party Chief (Chief of Party)	15.59
Surveying Aide	10.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.18
Swimming Pool Operator	11.96
Vending Machine Attendant	11.06
Vending Machine Repairer	11.96
Vending Machine Repairer Helper	11.06
<b>Personal Needs Occupations</b>	
Child Care Attendant	11.78
Child Care Center Clerk	14.69
Chore Aid	8.24
Homemaker	16.33
<b>Plant and System Operation Occupations</b>	
Boiler Tender	21.80
Sewage Plant Operator	20.94
Stationary Engineer	21.80
Ventilation Equipment Tender	16.02
Water Treatment Plant Operator	19.04
<b>Protective Service Occupations</b>	
Alarm Monitor	13.72
Corrections Officer	17.83
Court Security Officer	20.30
Detention Officer	18.45
Firefighter	20.30
Guard I	9.38
Guard II	15.08
Police Officer	21.08

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	18.40
Hatch Tender	18.40
Line Handler	18.40
Stevedore I	17.63
Stevedore II	19.78

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	29.12
Air Traffic Control Specialist, Station (2)	20.08
Air Traffic Control Specialist, Terminal (2)	22.11
Archeological Technician I	14.30
Archeological Technician II	16.02
Archeological Technician III	19.81
Cartographic Technician	22.76
Civil Engineering Technician	19.79
Computer Based Training (CBT) Specialist/ Instructor	26.79
Drafter I	11.27
Drafter II	15.14
Drafter III	16.52
Drafter IV	23.81
Engineering Technician I	16.27
Engineering Technician II	18.25
Engineering Technician III	22.51
Engineering Technician IV	27.40
Engineering Technician V	33.34
Engineering Technician VI	35.62
Environmental Technician	19.17
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	21.28
Instructor	22.92
Laboratory Technician	18.23
Mathematical Technician	22.42
Paralegal/Legal Assistant I	16.60
Paralegal/Legal Assistant II	21.77
Paralegal/Legal Assistant III	26.61
Paralegal/Legal Assistant IV	32.24
Photooptics Technician	18.52
Technical Writer	22.54
Unexploded (UXO) Safety Escort	18.51
Unexploded (UXO) Sweep Personnel	18.51
Unexploded Ordnance (UXO) Technician I	18.51
Unexploded Ordnance (UXO) Technician II	22.39
Unexploded Ordnance (UXO) Technician III	26.84
Weather Observer, Combined Upper Air and Surface Programs (3)	15.02
Weather Observer, Senior (3)	18.47
Weather Observer, Upper Air (3)	15.02

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	15.97
Parking and Lot Attendant	12.29
Shuttle Bus Driver	10.70
Taxi Driver	10.92
Truckdriver, Heavy Truck	18.10
Truckdriver, Light Truck	15.42
Truckdriver, Medium Truck	17.37
Truckdriver, Tractor-Trailer	18.42

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,



explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Window Cleaner: The rate for the Window Cleaner occupation does not apply to Salem County, New Jersey.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2345  
Revision No.: 15  
Date of Last Revision: 06/07/2002

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.92
Accounting Clerk II	11.72
Accounting Clerk III	14.02
Accounting Clerk IV	15.48
Court Reporter	14.86
Dispatcher, Motor Vehicle	14.43
Document Preparation Clerk	12.09
Duplicating Machine Operator	11.72
Film/Tape Librarian	12.20
General Clerk I	8.94
General Clerk II	11.18
General Clerk III	11.72
General Clerk IV	14.02
Housing Referral Assistant	15.57
Key Entry Operator I	11.04
Key Entry Operator II	14.47
Messenger (Courier)	9.22
Order Clerk I	10.68
Order Clerk II	13.76
Personnel Assistant (Employment) I	11.72
Personnel Assistant (Employment) II	14.02
Personnel Assistant (Employment) III	15.41
Personnel Assistant (Employment) IV	16.81
Production Control Clerk	15.57
Rental Clerk	13.33
Scheduler, Maintenance	13.33
Secretary I	14.02
Secretary II	15.33
Secretary III	17.95
Secretary IV	18.87
Secretary V	21.91
Service Order Dispatcher	13.33

Stenographer I	11.72
Stenographer II	14.02
Supply Technician	17.30
Survey Worker (Interviewer)	11.75
Switchboard Operator-Receptionist	12.55
Test Examiner	14.86
Test Proctor	14.86
Travel Clerk I	10.25
Travel Clerk II	10.84
Travel Clerk III	11.57
Word Processor I	12.23
Word Processor II	13.53
Word Processor III	14.84

**Automatic Data Processing Occupations**

Computer Data Librarian	10.38
Computer Operator I	11.35
Computer Operator II	15.20
Computer Operator III	20.97
Computer Operator IV	22.35
Computer Operator V	24.74
Computer Programmer I (1)	18.05
Computer Programmer II (1)	22.51
Computer Programmer III (1)	26.08
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	26.79
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.18

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.46
Automotive Glass Installer	15.27
Automotive Worker	17.44
Electrician, Automotive	18.11
Mobile Equipment Servicer	16.06
Motor Equipment Metal Mechanic	18.80
Motor Equipment Metal Worker	17.44
Motor Vehicle Mechanic	18.81
Motor Vehicle Mechanic Helper	15.39
Motor Vehicle Upholstery Worker	16.74
Motor Vehicle Wrecker	17.44
Painter, Automotive	18.11
Radiator Repair Specialist	17.44
Tire Repairer	13.58
Transmission Repair Specialist	18.80

**Food Preparation and Service Occupations**

Baker	12.50
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Cook I	11.59
Cook II	12.50
Dishwasher	9.86
Food Service Worker	9.98
Meat Cutter	13.75
Waiter/Waitress	10.24

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	17.65
Furniture Handler	15.04
Furniture Refinisher	19.42
Furniture Refinisher Helper	16.49
Furniture Repairer, Minor	17.94
Upholsterer	19.42

**General Services and Support Occupations**

Cleaner, Vehicles	9.92
Elevator Operator	10.91
Gardener	11.59
House Keeping Aid I	9.60
House Keeping Aid II	10.92
Janitor	10.91
Laborer, Grounds Maintenance	11.51
Maid or Houseman	9.76
Pest Controller	11.92
Refuse Collector	11.22
Tractor Operator	12.17
Window Cleaner	11.44

**Health Occupations**

Dental Assistant	12.88
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.07
Licensed Practical Nurse I	11.81
Licensed Practical Nurse II	12.68
Licensed Practical Nurse III	14.19
Medical Assistant	10.55
Medical Laboratory Technician	11.61
Medical Record Clerk	11.61
Medical Record Technician	14.65
Nursing Assistant I	8.51
Nursing Assistant II	9.58
Nursing Assistant III	10.23
Nursing Assistant IV	11.00
Pharmacy Technician	12.50
Phlebotomist	11.61
Registered Nurse I	17.57
Registered Nurse II	21.51
Registered Nurse II, Specialist	21.51
Registered Nurse III	26.00

Registered Nurse III, Anesthetist  
Registered Nurse IV

26.00  
31.18

**Information and Arts Occupations**

Audiovisual Librarian	15.05
Exhibits Specialist I	12.82
Exhibits Specialist II	15.96
Exhibits Specialist III	19.64
Illustrator I	12.82
Illustrator II	15.96
Illustrator III	19.64
Librarian	19.58
Library Technician	13.09
Photographer I	12.83
Photographer II	16.96
Photographer III	19.27
Photographer IV	21.97
Photographer V	26.17

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.71
Counter Attendant	7.71
Dry Cleaner	9.81
Finisher, Flatwork, Machine	7.71
Presser, Hand	7.71
Presser, Machine, Drycleaning	7.71
Presser, Machine, Shirts	7.71
Presser, Machine, Wearing Apparel, Laundry	10.50
Sewing Machine Operator	11.18
Tailor	8.25
Washer, Machine	

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	19.30
Tool and Die Maker	20.41

**Material Handling and Packing Occupations**

Forklift Operator	14.26
Fuel Distribution System Operator	16.70
Material Coordinator	17.99
Material Expediter	17.99
Material Handling Laborer	12.02
Order Filler	12.15
Production Line Worker (Food Processing)	13.63
Shipping Packer	12.45
Shipping/Receiving Clerk	12.38
Stock Clerk (Shelf Stocker; Store Worker II)	14.88
Store Worker I	12.32
Tools and Parts Attendant	14.55

Warehouse Specialist	15.82
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	20.14
Aircraft Mechanic Helper	16.49
Aircraft Quality Control Inspector	20.84
Aircraft Servicer	17.94
Aircraft Worker	18.68
Appliance Mechanic	19.42
Bicycle Repairer	15.11
Cable Splicer	20.14
Carpenter, Maintenance	20.30
Carpet Layer	19.53
Electrician, Maintenance	20.05
Electronics Technician, Maintenance I	12.75
Electronics Technician, Maintenance II	20.85
Electronics Technician, Maintenance III	21.59
Fabric Worker	17.94
Fire Alarm System Mechanic	20.14
Fire Extinguisher Repairer	17.20
Fuel Distribution System Mechanic	20.14
General Maintenance Worker	18.68
Heating, Refrigeration and Air Conditioning Mechanic	21.06
Heavy Equipment Mechanic	18.31
Heavy Equipment Operator	19.35
Instrument Mechanic	20.14
Laborer	12.85
Locksmith	19.42
Machinery Maintenance Mechanic	20.14
Machinist, Maintenance	18.94
Maintenance Trades Helper	14.99
Millwright	20.14
Office Appliance Repairer	19.42
Painter, Aircraft	17.65
Painter, Maintenance	17.65
Pipefitter, Maintenance	23.01
Plumber, Maintenance	20.30
Pneudraulic Systems Mechanic	20.14
Rigger	20.14
Scale Mechanic	18.68
Sheet-Metal Worker, Maintenance	20.14
Small Engine Mechanic	18.68
Telecommunication Mechanic I	20.14
Telecommunication Mechanic II	20.87
Telephone Lineman	20.14
Welder, Combination, Maintenance	18.78
Well Driller	20.14
Woodcraft Worker	20.14
Woodworker	15.64

**Miscellaneous Occupations**

	10.45
Animal Caretaker	11.13
Carnival Equipment Operator	11.61
Carnival Equipment Repairer	9.76
Carnival Worker	9.10
Cashier	10.17
Desk Clerk	19.55
Embalmer	9.72
Lifeguard	19.55
Mortician	12.21
Park Attendant (Aide)	9.72
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.88
Recreation Specialist	12.99
Recycling Worker	9.19
Sales Clerk	9.76
School Crossing Guard (Crosswalk Attendant)	9.72
Sport Official	13.17
Survey Party Chief (Chief of Party)	8.61
Surveying Aide	11.83
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.17
Swimming Pool Operator	11.32
Vending Machine Attendant	13.17
Vending Machine Repairer	11.32
Vending Machine Repairer Helper	

**Personal Needs Occupations**

	10.14
Child Care Attendant	12.64
Child Care Center Clerk	10.19
Chore Aid	15.47
Homemaker	

**Plant and System Operation Occupations**

	20.38
Boiler Tender	18.39
Sewage Plant Operator	19.08
Stationary Engineer	16.49
Ventilation Equipment Tender	17.80
Water Treatment Plant Operator	

**Protective Service Occupations**

	14.86
Alarm Monitor	17.83
Corrections Officer	20.30
Court Security Officer	18.45
Detention Officer	20.30
Firefighter	10.88
Guard I	14.90
Guard II	21.08
Police Officer	



**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	15.27
Hatch Tender	15.27
Line Handler	15.27
Stevedore I	14.72
Stevedore II	15.95

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	29.12
Air Traffic Control Specialist, Station (2)	20.08
Air Traffic Control Specialist, Terminal (2)	22.11
Archeological Technician I	11.96
Archeological Technician II	13.44
Archeological Technician III	16.61
Cartographic Technician	20.99
Civil Engineering Technician	20.99
Computer Based Training (CBT) Specialist/ Instructor	26.79
Drafter I	9.95
Drafter II	15.14
Drafter III	16.52
Drafter IV	23.81
Engineering Technician I	11.74
Engineering Technician II	13.04
Engineering Technician III	21.01
Engineering Technician IV	25.59
Engineering Technician V	26.16
Engineering Technician VI	27.02
Environmental Technician	18.25
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	21.28
Instructor	21.28
Laboratory Technician	17.03
Mathematical Technician	20.99
Paralegal/Legal Assistant I	12.31
Paralegal/Legal Assistant II	14.33
Paralegal/Legal Assistant III	17.53
Paralegal/Legal Assistant IV	21.22
Photooptics Technician	19.27
Technical Writer	26.20
Unexploded (UXO) Safety Escort	18.51
Unexploded (UXO) Sweep Personnel	18.51
Unexploded Ordnance (UXO) Technician I	18.51
Unexploded Ordnance (UXO) Technician II	22.39
Unexploded Ordnance (UXO) Technician III	26.84
Weather Observer, Combined Upper Air and Surface Programs (3)	13.45
Weather Observer, Senior (3)	14.96
Weather Observer, Upper Air (3)	13.45

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	15.23
Parking and Lot Attendant	9.59
Shuttle Bus Driver	12.54
Taxi Driver	11.12
Truckdriver, Heavy Truck	19.33
Truckdriver, Light Truck	12.80
Truckdriver, Medium Truck	17.70
Truckdriver, Tractor-Trailer	18.23

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** (Guam): 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of nine paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### OCCUPATION NOTES:

Window Cleaner: The rate for the Window Cleaner occupation does not apply to Atlantic County.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

##### Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

##### REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

##### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

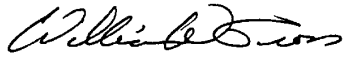
- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2347  
Revision No.: 15  
Date of Last Revision: 06/05/2002

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

Accounting Clerk I	12.44
Accounting Clerk II	13.53
Accounting Clerk III	14.97
Accounting Clerk IV	18.18
Court Reporter	17.00
Dispatcher, Motor Vehicle	18.97
Document Preparation Clerk	13.81
Duplicating Machine Operator	12.97
Film/Tape Librarian	15.22
General Clerk I	9.26
General Clerk II	11.72
General Clerk III	12.81
General Clerk IV	16.13
Housing Referral Assistant	19.03
Key Entry Operator I	12.11
Key Entry Operator II	13.43
Messenger (Courier)	10.30
Order Clerk I	14.14
Order Clerk II	18.63
Personnel Assistant (Employment) I	14.40
Personnel Assistant (Employment) II	15.50
Personnel Assistant (Employment) III	17.08
Personnel Assistant (Employment) IV	19.33
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	15.05
Secretary I	16.14
Secretary II	19.18
Secretary III	19.92
Secretary IV	22.47
Secretary V	25.98
Service Order Dispatcher	15.05
Stenographer I	14.83

Stenographer II	16.47
Supply Technician	21.39
Survey Worker (Interviewer)	15.22
Switchboard Operator-Receptionist	14.26
Test Examiner	17.50
Test Proctor	17.50
Travel Clerk I	14.09
Travel Clerk II	15.27
Travel Clerk III	16.58
Word Processor I	12.84
Word Processor II	16.48
Word Processor III	16.84

**Automatic Data Processing Occupations**

Computer Data Librarian	14.12
Computer Operator I	16.23
Computer Operator II	16.46
Computer Operator III	20.14
Computer Operator IV	24.78
Computer Operator V	25.78
Computer Programmer I (1)	21.96
Computer Programmer II (1)	24.06
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.05

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	19.30
Automotive Glass Installer	21.57
Automotive Worker	21.57
Electrician, Automotive	22.51
Mobile Equipment Servicer	19.81
Motor Equipment Metal Mechanic	23.39
Motor Equipment Metal Worker	21.57
Motor Vehicle Mechanic	23.39
Motor Vehicle Mechanic Helper	18.90
Motor Vehicle Upholstery Worker	20.69
Motor Vehicle Wrecker	21.57
Painter, Automotive	22.51
Radiator Repair Specialist	21.57
Tire Repairer	15.13
Transmission Repair Specialist	23.39

**Food Preparation and Service Occupations**

Baker	13.17
Cook I	12.13

Cook II	13.17
Dishwasher	9.99
Food Service Worker	10.99
Meat Cutter	16.68
Waiter/Waitress	10.54
<b>Furniture Maintenance and Repair Occupations</b>	
Electrostatic Spray Painter	19.21
Furniture Handler	14.70
Furniture Refinisher	19.21
Furniture Refinisher Helper	16.13
Furniture Repairer, Minor	17.66
Upholsterer	19.21
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	9.99
Elevator Operator	12.41
Gardener	13.95
House Keeping Aid I	11.83
House Keeping Aid II	12.64
Janitor	12.41
Laborer, Grounds Maintenance	12.59
Maid or Houseman	11.83
Pest Controller	12.63
Refuse Collector	12.64
Tractor Operator	13.84
Window Cleaner	13.48
<b>Health Occupations</b>	
Dental Assistant	14.52
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.65
Licensed Practical Nurse I	14.16
Licensed Practical Nurse II	15.59
Licensed Practical Nurse III	20.10
Medical Assistant	12.68
Medical Laboratory Technician	12.98
Medical Record Clerk	13.07
Medical Record Technician	14.56
Nursing Assistant I	8.04
Nursing Assistant II	9.04
Nursing Assistant III	10.91
Nursing Assistant IV	12.24
Pharmacy Technician	12.79
Phlebotomist	11.29
Registered Nurse I	17.99
Registered Nurse II	22.00
Registered Nurse II, Specialist	22.00
Registered Nurse III	26.62
Registered Nurse III, Anesthetist	26.62

Registered Nurse IV	31.90
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	24.15
Exhibits Specialist I	16.76
Exhibits Specialist II	21.33
Exhibits Specialist III	22.64
Illustrator I	14.57
Illustrator II	18.55
Illustrator III	19.69
Librarian	27.98
Library Technician	15.22
Photographer I	14.95
Photographer II	16.96
Photographer III	21.60
Photographer IV	22.92
Photographer V	32.41
<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
Assembler	8.41
Counter Attendant	8.41
Dry Cleaner	10.68
Finisher, Flatwork, Machine	8.41
Presser, Hand	8.41
Presser, Machine, Drycleaning	8.41
Presser, Machine, Shirts	8.41
Presser, Machine, Wearing Apparel, Laundry	8.41
Sewing Machine Operator	11.40
Tailor	12.08
Washer, Machine	9.29
<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	18.35
Tool and Die Maker	21.26
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	16.19
Fuel Distribution System Operator	16.90
Material Coordinator	17.74
Material Expediter	17.74
Material Handling Laborer	13.29
Order Filler	12.55
Production Line Worker (Food Processing)	16.73
Shipping Packer	13.24
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	16.19
Warehouse Specialist	16.73



**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.95
Aircraft Mechanic Helper	16.73
Aircraft Quality Control Inspector	21.52
Aircraft Servicer	18.26
Aircraft Worker	19.11
Appliance Mechanic	19.93
Bicycle Repairer	16.33
Cable Splicer	21.95
Carpenter, Maintenance	23.62
Carpet Layer	19.11
Electrician, Maintenance	24.53
Electronics Technician, Maintenance I	20.01
Electronics Technician, Maintenance II	21.18
Electronics Technician, Maintenance III	22.08
Fabric Worker	17.67
Fire Alarm System Mechanic	20.70
Fire Extinguisher Repairer	16.97
Fuel Distribution System Mechanic	19.95
General Maintenance Worker	18.40
Heating, Refrigeration and Air Conditioning Mechanic	21.95
Heavy Equipment Mechanic	21.83
Heavy Equipment Operator	20.70
Instrument Mechanic	20.30
Laborer	12.49
Locksmith	19.21
Machinery Maintenance Mechanic	17.96
Machinist, Maintenance	19.04
Maintenance Trades Helper	16.13
Millwright	22.68
Office Appliance Repairer	19.29
Painter, Aircraft	19.21
Painter, Maintenance	22.09
Pipefitter, Maintenance	25.17
Plumber, Maintenance	20.87
Pneudraulic Systems Mechanic	20.69
Rigger	19.95
Scale Mechanic	19.11
Sheet-Metal Worker, Maintenance	21.95
Small Engine Mechanic	18.40
Telecommunication Mechanic I	19.95
Telecommunication Mechanic II	20.73
Telephone Lineman	20.70
Welder, Combination, Maintenance	20.06
Well Driller	20.70
Woodcraft Worker	20.70
Woodworker	16.90

**Miscellaneous Occupations**

Animal Caretaker	12.72
Carnival Equipment Operator	11.69
Carnival Equipment Repairer	12.18
Carnival Worker	9.99
Cashier	9.70
Desk Clerk	11.44
Embalmer	22.78
Lifeguard	10.00
Mortician	25.06
Park Attendant (Aide)	12.55
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.22
Recreation Specialist	14.17
Recycling Worker	16.86
Sales Clerk	11.40
School Crossing Guard (Crosswalk Attendant)	9.99
Sport Official	10.00
Survey Party Chief (Chief of Party)	14.05
Surveying Aide	8.36
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.77
Swimming Pool Operator	16.65
Vending Machine Attendant	10.95
Vending Machine Repairer	13.54
Vending Machine Repairer Helper	10.95

**Personal Needs Occupations**

Child Care Attendant	10.65
Child Care Center Clerk	13.30
Chore Aid	10.74
Homemaker	14.17

**Plant and System Operation Occupations**

Boiler Tender	22.62
Sewage Plant Operator	19.98
Stationary Engineer	22.62
Ventilation Equipment Tender	16.53
Water Treatment Plant Operator	19.98

**Protective Service Occupations**

Alarm Monitor	12.71
Corrections Officer	27.49
Court Security Officer	29.10
Detention Officer	27.49
Firefighter	29.10
Guard I	10.85
Guard II	14.42
Police Officer	30.17

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	19.11
Hatch Tender	19.11
Line Handler	19.11
Stevedore I	17.36
Stevedore II	18.77

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	17.64
Archeological Technician II	19.97
Archeological Technician III	24.52
Cartographic Technician	24.81
Civil Engineering Technician	22.64
Computer Based Training (CBT) Specialist/ Instructor	27.62
Drafter I	14.41
Drafter II	19.32
Drafter III	23.18
Drafter IV	28.04
Engineering Technician I	12.79
Engineering Technician II	16.10
Engineering Technician III	20.50
Engineering Technician IV	21.76
Engineering Technician V	26.06
Engineering Technician VI	30.77
Environmental Technician	21.66
Flight Simulator/Instructor (Pilot)	28.05
Graphic Artist	22.48
Instructor	23.58
Laboratory Technician	19.60
Mathematical Technician	24.90
Paralegal/Legal Assistant I	15.63
Paralegal/Legal Assistant II	18.92
Paralegal/Legal Assistant III	21.39
Paralegal/Legal Assistant IV	23.47
Photooptics Technician	22.92
Technical Writer	28.59
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	19.10
Weather Observer, Senior (3)	22.84
Weather Observer, Upper Air (3)	19.10

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	15.83
Parking and Lot Attendant	9.99
Shuttle Bus Driver	12.34
Taxi Driver	12.79
Truckdriver, Heavy Truck	19.95
Truckdriver, Light Truck	11.85
Truckdriver, Medium Truck	18.61
Truckdriver, Tractor-Trailer	19.95

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

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**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2349  
Revision No.: 18  
Date of Last Revision: 06/05/2002

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	9.81
Accounting Clerk II	13.02
Accounting Clerk III	14.18
Accounting Clerk IV	17.63
Court Reporter	17.00
Dispatcher, Motor Vehicle	15.03
Document Preparation Clerk	13.81
Duplicating Machine Operator	12.97
Film/Tape Librarian	15.22
General Clerk I	8.06
General Clerk II	11.39
General Clerk III	12.68
General Clerk IV	16.51
Housing Referral Assistant	18.38
Key Entry Operator I	11.90
Key Entry Operator II	13.07
Messenger (Courier)	9.27
Order Clerk I	13.04
Order Clerk II	16.97
Personnel Assistant (Employment) I	11.63
Personnel Assistant (Employment) II	13.07
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	13.06
Secretary I	13.81
Secretary II	17.68
Secretary III	19.92
Secretary IV	22.47
Secretary V	24.99
Service Order Dispatcher	13.07
Stenographer I	11.63

Stenographer II	13.07
Supply Technician	21.39
Survey Worker (Interviewer)	14.10
Switchboard Operator-Receptionist	14.20
Test Examiner	17.00
Test Proctor	17.00
Travel Clerk I	12.64
Travel Clerk II	13.71
Travel Clerk III	14.84
Word Processor I	10.32
Word Processor II	15.40
Word Processor III	17.71

**Automatic Data Processing Occupations**

Computer Data Librarian	12.94
Computer Operator I	11.61
Computer Operator II	16.46
Computer Operator III	18.54
Computer Operator IV	20.18
Computer Operator V	22.31
Computer Programmer I (1)	17.69
Computer Programmer II (1)	21.91
Computer Programmer III (1)	26.79
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.70
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.05

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	21.01
Automotive Glass Installer	22.58
Automotive Worker	22.58
Electrician, Automotive	23.56
Mobile Equipment Servicer	20.74
Motor Equipment Metal Mechanic	24.48
Motor Equipment Metal Worker	22.58
Motor Vehicle Mechanic	24.48
Motor Vehicle Mechanic Helper	19.78
Motor Vehicle Upholstery Worker	21.67
Motor Vehicle Wrecker	22.58
Painter, Automotive	23.56
Radiator Repair Specialist	22.58
Tire Repairer	17.20
Transmission Repair Specialist	24.48

**Food Preparation and Service Occupations**

Baker	13.18
Cook I	10.62



Cook II	12.17
Dishwasher	9.04
Food Service Worker	9.94
Meat Cutter	14.50
Waiter/Waitress	10.54
<b>Furniture Maintenance and Repair Occupations</b>	
Electrostatic Spray Painter	20.16
Furniture Handler	15.94
Furniture Refinisher	20.16
Furniture Refinisher Helper	16.92
Furniture Repairer, Minor	18.54
Upholsterer	20.16
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	9.04
Elevator Operator	11.44
Gardener	8.77
House Keeping Aid I	8.50
House Keeping Aid II	9.01
Janitor	11.44
Laborer, Grounds Maintenance	11.44
Maid or Houseman	10.70
Pest Controller	13.60
Refuse Collector	11.44
Tractor Operator	13.38
Window Cleaner	11.44
<b>Health Occupations</b>	
Dental Assistant	13.99
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.14
Licensed Practical Nurse I	11.56
Licensed Practical Nurse II	12.98
Licensed Practical Nurse III	14.52
Medical Assistant	12.02
Medical Laboratory Technician	12.98
Medical Record Clerk	11.29
Medical Record Technician	14.56
Nursing Assistant I	7.45
Nursing Assistant II	8.38
Nursing Assistant III	9.62
Nursing Assistant IV	10.68
Pharmacy Technician	12.79
Phlebotomist	12.98
Registered Nurse I	17.98
Registered Nurse II	22.00
Registered Nurse II, Specialist	22.00
Registered Nurse III	30.24
Registered Nurse III, Anesthetist	30.24

Registered Nurse IV	36.23
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	18.74
Exhibits Specialist I	13.19
Exhibits Specialist II	15.49
Exhibits Specialist III	16.62
Illustrator I	13.19
Illustrator II	15.49
Illustrator III	16.62
Librarian	26.42
Library Technician	13.52
Photographer I	13.64
Photographer II	16.02
Photographer III	17.19
Photographer IV	21.77
Photographer V	23.68
<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
Assembler	8.42
Counter Attendant	8.42
Dry Cleaner	10.58
Finisher, Flatwork, Machine	8.42
Presser, Hand	8.42
Presser, Machine, Drycleaning	8.42
Presser, Machine, Shirts	8.42
Presser, Machine, Wearing Apparel, Laundry	8.42
Sewing Machine Operator	11.34
Tailor	12.13
Washer, Machine	11.03
<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	18.93
Tool and Die Maker	24.21
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	15.33
Fuel Distribution System Operator	17.74
Material Coordinator	17.90
Material Expediter	17.89
Material Handling Laborer	11.78
Order Filler	11.56
Production Line Worker (Food Processing)	14.38
Shipping Packer	10.03
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	15.55
Warehouse Specialist	16.53

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	20.95
Aircraft Mechanic Helper	16.92
Aircraft Quality Control Inspector	21.77
Aircraft Servicer	18.54
Aircraft Worker	19.34
Appliance Mechanic	22.18
Bicycle Repairer	17.14
Cable Splicer	25.42
Carpenter, Maintenance	25.50
Carpet Layer	19.34
Electrician, Maintenance	25.43
Electronics Technician, Maintenance I	19.70
Electronics Technician, Maintenance II	20.55
Electronics Technician, Maintenance III	21.41
Fabric Worker	18.54
Fire Alarm System Mechanic	20.95
Fire Extinguisher Repairer	17.74
Fuel Distribution System Mechanic	20.95
General Maintenance Worker	19.34
Heating, Refrigeration and Air Conditioning Mechanic	20.95
Heavy Equipment Mechanic	20.95
Heavy Equipment Operator	23.05
Instrument Mechanic	20.95
Laborer	12.49
Locksmith	20.16
Machinery Maintenance Mechanic	18.36
Machinist, Maintenance	19.98
Maintenance Trades Helper	15.08
Millwright	25.39
Office Appliance Repairer	22.16
Painter, Aircraft	23.32
Painter, Maintenance	23.18
Pipefitter, Maintenance	23.12
Plumber, Maintenance	21.44
Pneudraulic Systems Mechanic	20.95
Rigger	20.95
Scale Mechanic	19.34
Sheet-Metal Worker, Maintenance	20.95
Small Engine Mechanic	19.34
Telecommunication Mechanic I	20.95
Telecommunication Mechanic II	21.77
Telephone Lineman	20.92
Welder, Combination, Maintenance	20.92
Well Driller	22.43
Woodcraft Worker	20.92
Woodworker	19.51

**Miscellaneous Occupations**

	7.84
Animal Caretaker	11.86
Carnival Equipment Operator	12.36
Carnival Equipment Repairer	10.14
Carnival Worker	9.82
Cashier	12.05
Desk Clerk	19.02
Embalmer	10.25
Lifeguard	17.39
Mortician	12.55
Park Attendant (Aide)	10.78
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	13.79
Recreation Specialist	13.33
Recycling Worker	11.10
Sales Clerk	9.71
School Crossing Guard (Crosswalk Attendant)	10.25
Sport Official	14.39
Survey Party Chief (Chief of Party)	8.73
Surveying Aide	11.97
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.21
Swimming Pool Operator	7.01
Vending Machine Attendant	9.26
Vending Machine Repairer	7.62
Vending Machine Repairer Helper	

**Personal Needs Occupations**

	12.16
Child Care Attendant	15.01
Child Care Center Clerk	9.07
Chore Aid	17.87
Homemaker	

**Plant and System Operation Occupations**

	22.62
Boiler Tender	20.98
Sewage Plant Operator	22.62
Stationary Engineer	16.92
Ventilation Equipment Tender	23.08
Water Treatment Plant Operator	

**Protective Service Occupations**

	12.91
Alarm Monitor	22.50
Corrections Officer	23.99
Court Security Officer	23.64
Detention Officer	23.99
Firefighter	10.63
Guard I	11.91
Guard II	25.48
Police Officer	

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	16.39
Hatch Tender	16.39
Line Handler	16.39
Stevedore I	14.25
Stevedore II	15.56

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	11.14
Archeological Technician II	12.55
Archeological Technician III	15.49
Cartographic Technician	17.81
Civil Engineering Technician	15.48
Computer Based Training (CBT) Specialist/ Instructor	24.70
Drafter I	8.28
Drafter II	9.61
Drafter III	13.19
Drafter IV	15.49
Engineering Technician I	10.96
Engineering Technician II	12.72
Engineering Technician III	17.45
Engineering Technician IV	20.48
Engineering Technician V	25.04
Engineering Technician VI	30.29
Environmental Technician	20.46
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	21.46
Instructor	21.47
Laboratory Technician	16.75
Mathematical Technician	16.19
Paralegal/Legal Assistant I	13.71
Paralegal/Legal Assistant II	19.35
Paralegal/Legal Assistant III	23.61
Paralegal/Legal Assistant IV	28.64
Photooptics Technician	18.41
Technical Writer	29.43
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	17.94
Weather Observer, Senior (3)	19.95
Weather Observer, Upper Air (3)	17.94

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	15.07
Parking and Lot Attendant	8.83
Shuttle Bus Driver	12.61
Taxi Driver	11.76
Truckdriver, Heavy Truck	22.57
Truckdriver, Light Truck	12.61
Truckdriver, Medium Truck	15.16
Truckdriver, Tractor-Trailer	22.57

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2351  
Revision No.: 18  
Date of Last Revision: 05/29/2002

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	11.14
Accounting Clerk II	13.94
Accounting Clerk III	14.18
Accounting Clerk IV	17.35
Court Reporter	17.00
Dispatcher, Motor Vehicle	18.83
Document Preparation Clerk	13.81
Duplicating Machine Operator	12.97
Film/Tape Librarian	13.73
General Clerk I	9.53
General Clerk II	11.53
General Clerk III	13.20
General Clerk IV	14.98
Housing Referral Assistant	18.38
Key Entry Operator I	11.93
Key Entry Operator II	13.13
Messenger (Courier)	10.30
Order Clerk I	12.31
Order Clerk II	14.11
Personnel Assistant (Employment) I	12.97
Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	13.73
Scheduler, Maintenance	15.05
Secretary I	16.14
Secretary II	18.83
Secretary III	19.92
Secretary IV	20.85
Secretary V	24.43
Service Order Dispatcher	15.05
Stenographer I	14.16

Stenographer II	15.79
Supply Technician	20.85
Survey Worker (Interviewer)	14.89
Switchboard Operator-Receptionist	11.86
Test Examiner	17.12
Test Proctor	17.12
Travel Clerk I	11.64
Travel Clerk II	12.41
Travel Clerk III	13.09
Word Processor I	11.53
Word Processor II	15.40
Word Processor III	17.24

**Automatic Data Processing Occupations**

Computer Data Librarian	11.63
Computer Operator I	13.31
Computer Operator II	15.73
Computer Operator III	19.50
Computer Operator IV	21.38
Computer Operator V	23.68
Computer Programmer I (1)	15.74
Computer Programmer II (1)	19.83
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	20.90
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.31

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	22.00
Automotive Glass Installer	20.80
Automotive Worker	20.80
Electrician, Automotive	21.69
Mobile Equipment Servicer	19.11
Motor Equipment Metal Mechanic	22.54
Motor Equipment Metal Worker	20.80
Motor Vehicle Mechanic	22.54
Motor Vehicle Mechanic Helper	18.22
Motor Vehicle Upholstery Worker	19.95
Motor Vehicle Wrecker	20.80
Painter, Automotive	21.69
Radiator Repair Specialist	20.80
Tire Repairer	14.59
Transmission Repair Specialist	22.54

**Food Preparation and Service Occupations**

Baker	14.72
Cook I	13.58

Cook II	14.72
Dishwasher	11.19
Food Service Worker	12.25
Meat Cutter	16.01
Waiter/Waitress	11.79
<b>Furniture Maintenance and Repair Occupations</b>	
Electrostatic Spray Painter	17.56
Furniture Handler	14.87
Furniture Refinisher	17.56
Furniture Refinisher Helper	14.74
Furniture Repairer, Minor	16.15
Upholsterer	18.15
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	11.19
Elevator Operator	12.41
Gardener	14.41
House Keeping Aid I	12.03
House Keeping Aid II	13.23
Janitor	12.41
Laborer, Grounds Maintenance	12.59
Maid or Houseman	12.03
Pest Controller	14.55
Refuse Collector	14.16
Tractor Operator	14.00
Window Cleaner	13.06
<b>Health Occupations</b>	
Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.51
Licensed Practical Nurse I	9.11
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.81
Medical Assistant	12.36
Medical Laboratory Technician	12.36
Medical Record Clerk	10.74
Medical Record Technician	15.57
Nursing Assistant I	7.32
Nursing Assistant II	8.19
Nursing Assistant III	9.62
Nursing Assistant IV	10.68
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.12
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37

Registered Nurse IV	30.38
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**Information and Arts Occupations**

Audiovisual Librarian	21.78
Exhibits Specialist I	20.31
Exhibits Specialist II	21.78
Exhibits Specialist III	25.87
Illustrator I	20.31
Illustrator II	21.78
Illustrator III	25.87
Librarian	27.06
Library Technician	13.18
Photographer I	11.32
Photographer II	18.46
Photographer III	19.80
Photographer IV	23.52
Photographer V	26.88

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.63
Counter Attendant	7.63
Dry Cleaner	9.47
Finisher, Flatwork, Machine	7.63
Presser, Hand	7.63
Presser, Machine, Drycleaning	7.63
Presser, Machine, Shirts	7.63
Presser, Machine, Wearing Apparel, Laundry	7.63
Sewing Machine Operator	9.95
Tailor	12.08
Washer, Machine	8.09

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	18.21
Tool and Die Maker	21.12

**Material Handling and Packing Occupations**

Forklift Operator	15.15
Fuel Distribution System Operator	14.20
Material Coordinator	16.55
Material Expediter	16.55
Material Handling Laborer	11.56
Order Filler	10.90
Production Line Worker (Food Processing)	14.40
Shipping Packer	13.34
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	15.15
Warehouse Specialist	15.23

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	18.85
Aircraft Mechanic Helper	15.23
Aircraft Quality Control Inspector	19.59
Aircraft Servicer	16.69
Aircraft Worker	17.39
Appliance Mechanic	17.56
Bicycle Repairer	14.93
Cable Splicer	23.09
Carpenter, Maintenance	22.21
Carpet Layer	17.39
Electrician, Maintenance	23.09
Electronics Technician, Maintenance I	14.78
Electronics Technician, Maintenance II	25.11
Electronics Technician, Maintenance III	26.07
Fabric Worker	16.69
Fire Alarm System Mechanic	18.85
Fire Extinguisher Repairer	15.96
Fuel Distribution System Mechanic	18.85
General Maintenance Worker	16.83
Heating, Refrigeration and Air Conditioning Mechanic	18.25
Heavy Equipment Mechanic	19.20
Heavy Equipment Operator	18.30
Instrument Mechanic	18.85
Laborer	12.49
Locksmith	20.19
Machinery Maintenance Mechanic	18.94
Machinist, Maintenance	18.25
Maintenance Trades Helper	14.74
Millwright	18.85
Office Appliance Repairer	18.15
Painter, Aircraft	17.56
Painter, Maintenance	20.19
Pipefitter, Maintenance	20.92
Plumber, Maintenance	18.30
Pneudraulic Systems Mechanic	18.85
Rigger	18.85
Scale Mechanic	17.39
Sheet-Metal Worker, Maintenance	20.99
Small Engine Mechanic	16.83
Telecommunication Mechanic I	18.25
Telecommunication Mechanic II	18.96
Telephone Lineman	18.85
Welder, Combination, Maintenance	18.25
Well Driller	20.99
Woodcraft Worker	18.85
Woodworker	15.96

**Miscellaneous Occupations**

Animal Caretaker	12.40
Carnival Equipment Operator	13.06
Carnival Equipment Repairer	13.64
Carnival Worker	11.19
Cashier	9.11
Desk Clerk	10.15
Embalmer	19.76
Lifeguard	9.96
Mortician	21.74
Park Attendant (Aide)	12.50
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.92
Recreation Specialist	12.32
Recycling Worker	16.41
Sales Clerk	9.96
School Crossing Guard (Crosswalk Attendant)	11.30
Sport Official	8.66
Survey Party Chief (Chief of Party)	15.33
Surveying Aide	9.12
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.94
Swimming Pool Operator	16.40
Vending Machine Attendant	9.37
Vending Machine Repairer	11.41
Vending Machine Repairer Helper	9.37

**Personal Needs Occupations**

Child Care Attendant	10.65
Child Care Center Clerk	13.29
Chore Aid	10.46
Homemaker	12.24

**Plant and System Operation Occupations**

Boiler Tender	20.99
Sewage Plant Operator	17.56
Stationary Engineer	22.37
Ventilation Equipment Tender	15.23
Water Treatment Plant Operator	17.69

**Protective Service Occupations**

Alarm Monitor	13.04
Corrections Officer	22.50
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	23.99
Guard I	10.20
Guard II	14.32
Police Officer	25.48

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	16.41
Hatch Tender	16.41
Line Handler	16.41
Stevedore I	14.41
Stevedore II	15.58

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	14.17
Archeological Technician II	15.94
Archeological Technician III	19.68
Cartographic Technician	19.68
Civil Engineering Technician	19.68
Computer Based Training (CBT) Specialist/ Instructor	20.90
Drafter I	11.68
Drafter II	18.90
Drafter III	20.31
Drafter IV	21.78
Engineering Technician I	11.69
Engineering Technician II	13.12
Engineering Technician III	14.50
Engineering Technician IV	19.68
Engineering Technician V	25.87
Engineering Technician VI	29.57
Environmental Technician	18.59
Flight Simulator/Instructor (Pilot)	25.71
Graphic Artist	19.50
Instructor	21.97
Laboratory Technician	19.18
Mathematical Technician	19.68
Paralegal/Legal Assistant I	14.22
Paralegal/Legal Assistant II	18.52
Paralegal/Legal Assistant III	23.47
Paralegal/Legal Assistant IV	27.51
Photooptics Technician	17.89
Technical Writer	24.83
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	19.50
Weather Observer, Senior (3)	20.31
Weather Observer, Upper Air (3)	19.50

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	15.41
Parking and Lot Attendant	12.93
Shuttle Bus Driver	13.74
Taxi Driver	12.93
Truckdriver, Heavy Truck	16.72
Truckdriver, Light Truck	14.22
Truckdriver, Medium Truck	15.14
Truckdriver, Tractor-Trailer	16.72

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,



explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2353

Revision No.: 18

Date of Last Revision: 06/05/2002

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	11.87
Accounting Clerk II	13.99
Accounting Clerk III	14.18
Accounting Clerk IV	17.35
Court Reporter	17.00
Dispatcher, Motor Vehicle	16.86
Document Preparation Clerk	14.45
Duplicating Machine Operator	13.14
Film/Tape Librarian	15.22
General Clerk I	11.70
General Clerk II	13.09
General Clerk III	14.45
General Clerk IV	18.34
Housing Referral Assistant	19.03
Key Entry Operator I	12.11
Key Entry Operator II	13.03
Messenger (Courier)	11.70
Order Clerk I	12.39
Order Clerk II	16.01
Personnel Assistant (Employment) I	12.97
Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	15.54
Secretary I	16.14
Secretary II	19.18
Secretary III	19.92
Secretary IV	22.47
Secretary V	22.76
Service Order Dispatcher	16.82
Stenographer I	17.19

Stenographer II	18.50
Supply Technician	21.39
Survey Worker (Interviewer)	15.85
Switchboard Operator-Receptionist	13.40
Test Examiner	17.53
Test Proctor	17.53
Travel Clerk I	12.64
Travel Clerk II	13.72
Travel Clerk III	14.84
Word Processor I	12.92
Word Processor II	14.50
Word Processor III	16.18

**Automatic Data Processing Occupations**

Computer Data Librarian	13.66
Computer Operator I	15.71
Computer Operator II	16.38
Computer Operator III	20.06
Computer Operator IV	22.37
Computer Operator V	24.78
Computer Programmer I (1)	17.88
Computer Programmer II (1)	21.26
Computer Programmer III (1)	26.69
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.88
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.05

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	22.38
Automotive Glass Installer	22.49
Automotive Worker	22.49
Electrician, Automotive	22.47
Mobile Equipment Servicer	20.54
Motor Equipment Metal Mechanic	24.46
Motor Equipment Metal Worker	22.49
Motor Vehicle Mechanic	24.48
Motor Vehicle Mechanic Helper	19.81
Motor Vehicle Upholstery Worker	21.52
Motor Vehicle Wrecker	22.49
Painter, Automotive	23.62
Radiator Repair Specialist	22.49
Tire Repairer	17.92
Transmission Repair Specialist	24.63

**Food Preparation and Service Occupations**

Baker	12.59
Cook I	11.57

Cook II	12.59
Dishwasher	9.45
Food Service Worker	10.40
Meat Cutter	15.93
Waiter/Waitress	9.98
<b>Furniture Maintenance and Repair Occupations</b>	
Electrostatic Spray Painter	20.95
Furniture Handler	15.93
Furniture Refinisher	20.95
Furniture Refinisher Helper	17.68
Furniture Repairer, Minor	19.20
Upholsterer	20.95
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	9.45
Elevator Operator	11.57
Gardener	13.95
House Keeping Aid I	11.21
House Keeping Aid II	11.96
Janitor	12.41
Laborer, Grounds Maintenance	12.59
Maid or Houseman	11.21
Pest Controller	14.02
Refuse Collector	11.96
Tractor Operator	14.95
Window Cleaner	12.22
<b>Health Occupations</b>	
Dental Assistant	14.52
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.72
Licensed Practical Nurse I	10.12
Licensed Practical Nurse II	16.18
Licensed Practical Nurse III	18.12
Medical Assistant	12.98
Medical Laboratory Technician	12.98
Medical Record Clerk	12.98
Medical Record Technician	14.85
Nursing Assistant I	7.68
Nursing Assistant II	8.95
Nursing Assistant III	9.92
Nursing Assistant IV	11.11
Pharmacy Technician	12.79
Phlebotomist	11.09
Registered Nurse I	17.99
Registered Nurse II	26.88
Registered Nurse II, Specialist	26.88
Registered Nurse III	32.53
Registered Nurse III, Anesthetist	32.53

Registered Nurse IV	38.87
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	23.59
Exhibits Specialist I	19.56
Exhibits Specialist II	24.16
Exhibits Specialist III	26.28
Illustrator I	16.83
Illustrator II	20.78
Illustrator III	22.61
Librarian	26.65
Library Technician	15.85
Photographer I	19.12
Photographer II	19.35
Photographer III	23.90
Photographer IV	26.00
Photographer V	31.05
<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
Assembler	8.42
Counter Attendant	8.42
Dry Cleaner	10.68
Finisher, Flatwork, Machine	8.42
Presser, Hand	8.42
Presser, Machine, Drycleaning	8.42
Presser, Machine, Shirts	8.42
Presser, Machine, Wearing Apparel, Laundry	8.42
Sewing Machine Operator	11.40
Tailor	12.08
Washer, Machine	9.48
<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	18.22
Tool and Die Maker	27.34
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	15.63
Fuel Distribution System Operator	16.97
Material Coordinator	17.74
Material Expediter	17.74
Material Handling Laborer	11.22
Order Filler	12.45
Production Line Worker (Food Processing)	16.77
Shipping Packer	13.34
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	18.10
Warehouse Specialist	18.10

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	21.74
Aircraft Mechanic Helper	18.78
Aircraft Quality Control Inspector	26.11
Aircraft Servicer	20.39
Aircraft Worker	21.32
Appliance Mechanic	20.95
Bicycle Repairer	17.92
Cable Splicer	27.96
Carpenter, Maintenance	26.29
Carpet Layer	20.07
Electrician, Maintenance	25.75
Electronics Technician, Maintenance I	15.18
Electronics Technician, Maintenance II	23.05
Electronics Technician, Maintenance III	24.00
Fabric Worker	19.20
Fire Alarm System Mechanic	23.66
Fire Extinguisher Repairer	18.55
Fuel Distribution System Mechanic	23.66
General Maintenance Worker	16.60
Heating, Refrigeration and Air Conditioning Mechanic	23.66
Heavy Equipment Mechanic	23.66
Heavy Equipment Operator	24.62
Instrument Mechanic	23.66
Laborer	12.49
Locksmith	20.95
Machinery Maintenance Mechanic	18.97
Machinist, Maintenance	19.79
Maintenance Trades Helper	14.62
Millwright	23.66
Office Appliance Repairer	20.95
Painter, Aircraft	20.95
Painter, Maintenance	24.09
Pipefitter, Maintenance	23.83
Plumber, Maintenance	20.95
Pneudraulic Systems Mechanic	23.66
Rigger	23.66
Scale Mechanic	20.07
Sheet-Metal Worker, Maintenance	20.87
Small Engine Mechanic	20.07
Telecommunication Mechanic I	23.66
Telecommunication Mechanic II	24.58
Telephone Lineman	23.66
Welder, Combination, Maintenance	18.97
Well Driller	23.66
Woodcraft Worker	23.66
Woodworker	18.55

**Miscellaneous Occupations**

Animal Caretaker	10.51
Carnival Equipment Operator	11.85
Carnival Equipment Repairer	12.37
Carnival Worker	10.14
Cashier	9.74
Desk Clerk	11.86
Embalmer	20.00
Lifeguard	10.59
Mortician	22.00
Park Attendant (Aide)	13.34
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.86
Recreation Specialist	16.52
Recycling Worker	13.94
Sales Clerk	10.59
School Crossing Guard (Crosswalk Attendant)	10.27
Sport Official	10.59
Survey Party Chief (Chief of Party)	18.93
Surveying Aide	12.55
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.21
Swimming Pool Operator	13.85
Vending Machine Attendant	12.12
Vending Machine Repairer	13.85
Vending Machine Repairer Helper	12.12

**Personal Needs Occupations**

Child Care Attendant	11.78
Child Care Center Clerk	14.82
Chore Aid	9.69
Homemaker	18.18

**Plant and System Operation Occupations**

Boiler Tender	23.66
Sewage Plant Operator	20.95
Stationary Engineer	23.66
Ventilation Equipment Tender	17.68
Water Treatment Plant Operator	20.95

**Protective Service Occupations**

Alarm Monitor	14.87
Corrections Officer	22.50
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	24.77
Guard I	10.89
Guard II	14.31
Police Officer	28.67



**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	19.16
Hatch Tender	19.16
Line Handler	19.16
Stevedore I	17.74
Stevedore II	19.30

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	17.63
Archeological Technician II	19.81
Archeological Technician III	24.47
Cartographic Technician	22.37
Civil Engineering Technician	23.06
Computer Based Training (CBT) Specialist/ Instructor	27.80
Drafter I	10.77
Drafter II	19.56
Drafter III	19.81
Drafter IV	24.47
Engineering Technician I	15.65
Engineering Technician II	17.60
Engineering Technician III	21.45
Engineering Technician IV	23.37
Engineering Technician V	25.55
Engineering Technician VI	30.52
Environmental Technician	21.65
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	21.02
Instructor	23.12
Laboratory Technician	19.85
Mathematical Technician	24.47
Paralegal/Legal Assistant I	17.45
Paralegal/Legal Assistant II	21.79
Paralegal/Legal Assistant III	23.79
Paralegal/Legal Assistant IV	27.36
Photooptics Technician	23.37
Technical Writer	26.25
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	18.66
Weather Observer, Senior (3)	20.72
Weather Observer, Upper Air (3)	18.66

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	15.07
Parking and Lot Attendant	8.91
Shuttle Bus Driver	13.32
Taxi Driver	11.02
Truckdriver, Heavy Truck	19.60
Truckdriver, Light Truck	13.32
Truckdriver, Medium Truck	15.19
Truckdriver, Tractor-Trailer	19.60

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2355  
Revision No.: 16  
Date of Last Revision: 05/29/2002

State: New Jersey

Area: New Jersey County of Mercer

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	11.12
Accounting Clerk II	12.35
Accounting Clerk III	14.18
Accounting Clerk IV	17.35
Court Reporter	15.11
Dispatcher, Motor Vehicle	14.65
Document Preparation Clerk	12.57
Duplicating Machine Operator	12.57
Film/Tape Librarian	14.71
General Clerk I	8.48
General Clerk II	10.69
General Clerk III	11.75
General Clerk IV	14.20
Housing Referral Assistant	17.60
Key Entry Operator I	12.22
Key Entry Operator II	14.37
Messenger (Courier)	10.30
Order Clerk I	11.88
Order Clerk II	13.19
Personnel Assistant (Employment) I	12.57
Personnel Assistant (Employment) II	14.71
Personnel Assistant (Employment) III	15.11
Personnel Assistant (Employment) IV	17.60
Production Control Clerk	17.60
Rental Clerk	14.71
Scheduler, Maintenance	14.71
Secretary I	14.71
Secretary II	15.11
Secretary III	17.60
Secretary IV	18.16
Secretary V	21.70
Service Order Dispatcher	14.65
Stenographer I	14.66

Stenographer II	15.76
Supply Technician	18.16
Survey Worker (Interviewer)	14.10
Switchboard Operator-Receptionist	13.19
Test Examiner	15.11
Test Proctor	15.11
Travel Clerk I	11.90
Travel Clerk II	12.49
Travel Clerk III	13.32
Word Processor I	9.79
Word Processor II	11.98
Word Processor III	13.41

**Automatic Data Processing Occupations**

Computer Data Librarian	15.08
Computer Operator I	12.67
Computer Operator II	15.08
Computer Operator III	19.34
Computer Operator IV	21.54
Computer Operator V	23.80
Computer Programmer I (1)	21.92
Computer Programmer II (1)	21.96
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.05

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.91
Automotive Glass Installer	20.58
Automotive Worker	20.58
Electrician, Automotive	21.24
Mobile Equipment Servicer	19.12
Motor Equipment Metal Mechanic	21.90
Motor Equipment Metal Worker	20.58
Motor Vehicle Mechanic	21.90
Motor Vehicle Mechanic Helper	18.38
Motor Vehicle Upholstery Worker	20.58
Motor Vehicle Wrecker	20.58
Painter, Automotive	21.24
Radiator Repair Specialist	20.58
Tire Repairer	14.60
Transmission Repair Specialist	21.90

**Food Preparation and Service Occupations**

Baker	12.33
Cook I	11.72

Cook II	12.33
Dishwasher	9.86
Food Service Worker	10.85
Meat Cutter	15.24
Waiter/Waitress	10.26
<b>Furniture Maintenance and Repair Occupations</b>	
Electrostatic Spray Painter	16.91
Furniture Handler	14.53
Furniture Refinisher	18.47
Furniture Refinisher Helper	15.81
Furniture Repairer, Minor	17.13
Upholsterer	16.91
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	9.86
Elevator Operator	12.36
Gardener	13.48
House Keeping Aid I	12.47
House Keeping Aid II	12.98
Janitor	12.41
Laborer, Grounds Maintenance	12.59
Maid or Houseman	10.74
Pest Controller	14.43
Refuse Collector	10.85
Tractor Operator	13.84
Window Cleaner	12.86
<b>Health Occupations</b>	
Dental Assistant	14.36
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.52
Licensed Practical Nurse I	11.56
Licensed Practical Nurse II	12.98
Licensed Practical Nurse III	14.52
Medical Assistant	12.98
Medical Laboratory Technician	12.98
Medical Record Clerk	12.98
Medical Record Technician	14.56
Nursing Assistant I	7.45
Nursing Assistant II	8.38
Nursing Assistant III	9.62
Nursing Assistant IV	10.68
Pharmacy Technician	12.79
Phlebotomist	12.98
Registered Nurse I	17.99
Registered Nurse II	22.00
Registered Nurse II, Specialist	22.00
Registered Nurse III	26.62
Registered Nurse III, Anesthetist	26.62

Registered Nurse IV	31.90
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	21.17
Exhibits Specialist I	20.34
Exhibits Specialist II	23.98
Exhibits Specialist III	29.34
Illustrator I	19.41
Illustrator II	22.85
Illustrator III	28.00
Librarian	21.70
Library Technician	13.74
Photographer I	15.15
Photographer II	17.84
Photographer III	21.04
Photographer IV	25.73
Photographer V	28.28
<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
Assembler	7.86
Counter Attendant	7.86
Dry Cleaner	11.91
Finisher, Flatwork, Machine	7.86
Presser, Hand	7.86
Presser, Machine, Drycleaning	7.86
Presser, Machine, Shirts	7.86
Presser, Machine, Wearing Apparel, Laundry	7.86
Sewing Machine Operator	10.63
Tailor	11.41
Washer, Machine	8.72
<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	19.45
Tool and Die Maker	22.16
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	15.33
Fuel Distribution System Operator	16.74
Material Coordinator	18.04
Material Expediter	18.04
Material Handling Laborer	11.63
Order Filler	14.01
Production Line Worker (Food Processing)	13.66
Shipping Packer	13.34
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.65
Store Worker I	12.32
Tools and Parts Attendant	16.71
Warehouse Specialist	15.71



**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.21
Aircraft Mechanic Helper	15.81
Aircraft Quality Control Inspector	19.78
Aircraft Servicer	17.13
Aircraft Worker	17.80
Appliance Mechanic	18.47
Bicycle Repairer	14.60
Cable Splicer	19.10
Carpenter, Maintenance	21.40
Carpet Layer	17.80
Electrician, Maintenance	23.24
Electronics Technician, Maintenance I	14.89
Electronics Technician, Maintenance II	20.98
Electronics Technician, Maintenance III	22.28
Fabric Worker	17.13
Fire Alarm System Mechanic	19.10
Fire Extinguisher Repairer	16.49
Fuel Distribution System Mechanic	19.23
General Maintenance Worker	16.27
Heating, Refrigeration and Air Conditioning Mechanic	18.88
Heavy Equipment Mechanic	19.83
Heavy Equipment Operator	19.24
Instrument Mechanic	19.10
Laborer	12.72
Locksmith	16.91
Machinery Maintenance Mechanic	17.31
Machinist, Maintenance	19.40
Maintenance Trades Helper	14.53
Millwright	19.10
Office Appliance Repairer	18.47
Painter, Aircraft	17.10
Painter, Maintenance	19.45
Pipefitter, Maintenance	22.98
Plumber, Maintenance	19.45
Pneudraulic Systems Mechanic	19.10
Rigger	19.10
Scale Mechanic	17.80
Sheet-Metal Worker, Maintenance	19.10
Small Engine Mechanic	17.80
Telecommunication Mechanic I	19.10
Telecommunication Mechanic II	19.78
Telephone Lineman	19.10
Welder, Combination, Maintenance	17.49
Well Driller	19.10
Woodcraft Worker	19.10
Woodworker	16.49

**Miscellaneous Occupations**

Animal Caretaker	10.81
Carnival Equipment Operator	11.24
Carnival Equipment Repairer	11.74
Carnival Worker	9.86
Cashier	9.70
Desk Clerk	11.71
Embalmer	19.02
Lifeguard	10.43
Mortician	19.13
Park Attendant (Aide)	13.10
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.66
Recreation Specialist	12.14
Recycling Worker	12.14
Sales Clerk	10.43
School Crossing Guard (Crosswalk Attendant)	12.47
Sport Official	10.43
Survey Party Chief (Chief of Party)	17.93
Surveying Aide	11.74
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.08
Swimming Pool Operator	13.44
Vending Machine Attendant	12.14
Vending Machine Repairer	13.46
Vending Machine Repairer Helper	12.03

**Personal Needs Occupations**

Child Care Attendant	11.71
Child Care Center Clerk	14.60
Chore Aid	9.36
Homemaker	16.23

**Plant and System Operation Occupations**

Boiler Tender	20.11
Sewage Plant Operator	19.45
Stationary Engineer	22.12
Ventilation Equipment Tender	17.49
Water Treatment Plant Operator	20.29

**Protective Service Occupations**

Alarm Monitor	15.36
Corrections Officer	22.50
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	23.99
Guard I	11.72
Guard II	13.59
Police Officer	25.48

**Stevedoring/Longshoremen Occupations**

	15.30
Blocker and Bracer	15.30
Hatch Tender	15.30
Line Handler	13.41
Stevedore I	14.53
Stevedore II	

**Technical Occupations**

	29.93
Air Traffic Control Specialist, Center (2)	20.64
Air Traffic Control Specialist, Station (2)	22.73
Air Traffic Control Specialist, Terminal (2)	16.49
Archeological Technician I	18.54
Archeological Technician II	22.89
Archeological Technician III	21.80
Cartographic Technician	21.85
Civil Engineering Technician	27.70
Computer Based Training (CBT) Specialist/ Instructor	13.55
Drafter I	16.48
Drafter II	19.41
Drafter III	22.85
Drafter IV	13.80
Engineering Technician I	16.80
Engineering Technician II	19.83
Engineering Technician III	23.33
Engineering Technician IV	28.54
Engineering Technician V	31.36
Engineering Technician VI	18.73
Environmental Technician	29.31
Flight Simulator/Instructor (Pilot)	24.09
Graphic Artist	18.54
Instructor	17.05
Laboratory Technician	22.85
Mathematical Technician	15.11
Paralegal/Legal Assistant I	18.16
Paralegal/Legal Assistant II	22.20
Paralegal/Legal Assistant III	26.87
Paralegal/Legal Assistant IV	21.04
Photooptics Technician	20.98
Technical Writer	19.02
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	23.01
Unexploded Ordnance (UXO) Technician II	27.58
Unexploded Ordnance (UXO) Technician III	18.46
Weather Observer, Combined Upper Air and Surface Programs (3)	20.56
Weather Observer, Senior (3)	18.46
Weather Observer, Upper Air (3)	

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	11.50
Parking and Lot Attendant	8.11
Shuttle Bus Driver	11.08
Taxi Driver	13.97
Truckdriver, Heavy Truck	11.91
Truckdriver, Light Truck	11.08
Truckdriver, Medium Truck	11.50
Truckdriver, Tractor-Trailer	13.75

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

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U.S. DEPARTMENT OF LABOR  
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WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2449  
Revision No.: 15  
Date of Last Revision: 06/07/2002

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester  
Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton, Philadelphia

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
<b>01000</b>	<b>Administrative Support and Clerical Occupations</b>	
01011	Accounting Clerk I	10.63
01012	Accounting Clerk II	11.72
01013	Accounting Clerk III	14.02
01014	Accounting Clerk IV	16.35
01030	Court Reporter	15.41
01050	Dispatcher, Motor Vehicle	15.41
01060	Document Preparation Clerk	12.41
01070	Messenger (Courier)	9.22
01090	Duplicating Machine Operator	11.72
01110	Film/Tape Librarian	13.48
01115	General Clerk I	8.94
01116	General Clerk II	11.18
01117	General Clerk III	11.72
01118	General Clerk IV	14.02
01120	Housing Referral Assistant	17.29
01131	Key Entry Operator I	11.04
01132	Key Entry Operator II	13.69
01191	Order Clerk I	10.68
01192	Order Clerk II	14.25
01261	Personnel Assistant (Employment) I	11.72
01262	Personnel Assistant (Employment) II	14.02
01263	Personnel Assistant (Employment) III	15.41
01264	Personnel Assistant (Employment) IV	16.81
01270	Production Control Clerk	16.81
01290	Rental Clerk	14.02
01300	Scheduler, Maintenance	14.02
01311	Secretary I	14.02
01312	Secretary II	15.37
01313	Secretary III	17.95
01314	Secretary IV	18.87
01315	Secretary V	21.31
01320	Service Order Dispatcher	14.02

01341	Stenographer I	15.41
01342	Stenographer II	16.69
01400	Supply Technician	18.87
01420	Survey Worker (Interviewer)	12.88
01460	Switchboard Operator-Receptionist	12.55
01510	Test Examiner	15.37
01520	Test Proctor	15.37
01531	Travel Clerk I	10.46
01532	Travel Clerk II	10.96
01533	Travel Clerk III	11.66
01611	Word Processor I	12.11
01612	Word Processor II	13.53
01613	Word Processor III	15.17
<b>03000</b>	<b>Automatic Data Processing Occupations</b>	
03010	Computer Data Librarian	12.02
03041	Computer Operator I	13.40
03042	Computer Operator II	16.01
03043	Computer Operator III	21.13
03044	Computer Operator IV	24.60
03045	Computer Operator V	27.23
03071	Computer Programmer I (1)	19.34
03072	Computer Programmer II (1)	21.92
03073	Computer Programmer III (1)	26.95
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.79
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.40
<b>05000</b>	<b>Automotive Service Occupations</b>	
05005	Automotive Body Repairer, Fiberglass	20.50
05010	Automotive Glass Installer	16.61
05040	Automotive Worker	18.04
05070	Electrician, Automotive	18.72
05100	Mobile Equipment Servicer	16.74
05130	Motor Equipment Metal Mechanic	19.36
05160	Motor Equipment Metal Worker	18.04
05190	Motor Vehicle Mechanic	18.81
05220	Motor Vehicle Mechanic Helper	15.89
05250	Motor Vehicle Upholstery Worker	17.36
05280	Motor Vehicle Wrecker	18.04
05310	Painter, Automotive	18.72
05340	Radiator Repair Specialist	18.04
05370	Tire Repairer	14.89
05400	Transmission Repair Specialist	19.36
<b>07000</b>	<b>Food Preparation and Service Occupations</b>	
	Food Service Worker	9.98



07010	Baker	11.84
07041	Cook I	11.01
07042	Cook II	11.84
07070	Dishwasher	9.24
07130	Meat Cutter	13.71
07250	Waiter/Waitress	9.70
<b>09000</b>	<b>Furniture Maintenance and Repair Occupations</b>	
09010	Electrostatic Spray Painter	17.64
09040	Furniture Handler	13.60
09070	Furniture Refinisher	17.65
09100	Furniture Refinisher Helper	14.99
09110	Furniture Repairer, Minor	16.31
09130	Upholsterer	17.65
<b>11030</b>	<b>General Services and Support Occupations</b>	
11030	Cleaner, Vehicles	10.16
11060	Elevator Operator	10.91
11090	Gardener	11.50
11121	House Keeping Aid I	9.60
11122	House Keeping Aid II	10.81
11150	Janitor	10.91
11210	Laborer, Grounds Maintenance	11.51
11240	Maid or Houseman	9.76
11270	Pest Controller	13.28
11300	Refuse Collector	10.63
11330	Tractor Operator	12.11
11360	Window Cleaner	11.21
<b>12000</b>	<b>Health Occupations</b>	
12020	Dental Assistant	13.28
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.07
12071	Licensed Practical Nurse I	11.81
12072	Licensed Practical Nurse II	12.68
12073	Licensed Practical Nurse III	14.19
12100	Medical Assistant	10.55
12130	Medical Laboratory Technician	11.61
12160	Medical Record Clerk	11.61
12190	Medical Record Technician	13.89
12221	Nursing Assistant I	8.51
12222	Nursing Assistant II	9.58
12223	Nursing Assistant III	10.23
12224	Nursing Assistant IV	11.00
12250	Pharmacy Technician	12.50
12280	Phlebotomist	11.61
12311	Registered Nurse I	17.57
12312	Registered Nurse II	24.65
12313	Registered Nurse II, Specialist	25.94

12314	Registered Nurse III	31.01
12315	Registered Nurse III, Anesthetist	31.01
12316	Registered Nurse IV	37.17
<b>13000</b>	<b>Information and Arts Occupations</b>	
13002	Audiovisual Librarian	19.79
13011	Exhibits Specialist I	16.50
13012	Exhibits Specialist II	23.77
13013	Exhibits Specialist III	29.05
13041	Illustrator I	18.95
13042	Illustrator II	27.28
13043	Illustrator III	33.33
13047	Librarian	24.84
13050	Library Technician	13.37
13071	Photographer I	15.12
13072	Photographer II	16.50
13073	Photographer III	23.77
13074	Photographer IV	29.07
13075	Photographer V	36.35
<b>15000</b>	<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010	Assembler	7.44
15030	Counter Attendant	7.44
15040	Dry Cleaner	9.86
15070	Finisher, Flatwork, Machine	7.44
15090	Presser, Hand	7.44
15100	Presser, Machine, Drycleaning	7.44
15130	Presser, Machine, Shirts	7.44
15160	Presser, Machine, Wearing Apparel, Laundry	7.44
15190	Sewing Machine Operator	10.63
15220	Tailor	11.41
15250	Washer, Machine	8.24
<b>19000</b>	<b>Machine Tool Operation and Repair Occupations</b>	
19010	Machine-Tool Operator (Toolroom)	17.37
19040	Tool and Die Maker	20.80
<b>21000</b>	<b>Material Handling and Packing Occupations</b>	
21010	Fuel Distribution System Operator	16.79
21020	Material Coordinator	17.10
21030	Material Expediter	17.10
21040	Material Handling Laborer	13.92
21050	Order Filler	13.22
21071	Forklift Operator	14.25
21080	Production Line Worker (Food Processing)	15.75
21100	Shipping/Receiving Clerk	13.10
21130	Shipping Packer	13.36
21140	Store Worker I	12.32
21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.88

21210	Tools and Parts Attendant	14.55
21400	Warehouse Specialist	15.75
<b>23000</b>	<b>Mechanics and Maintenance and Repair Occupations</b>	
		20.96
23010	Aircraft Mechanic	17.15
23040	Aircraft Mechanic Helper	22.48
23050	Aircraft Quality Control Inspector	18.66
23060	Aircraft Servicer	19.42
23070	Aircraft Worker	17.65
23100	Appliance Mechanic	15.11
23120	Bicycle Repairer	19.23
23125	Cable Splicer	19.82
23130	Carpenter, Maintenance	18.65
23140	Carpet Layer	20.05
23160	Electrician, Maintenance	19.08
23181	Electronics Technician, Maintenance I	24.83
23182	Electronics Technician, Maintenance II	25.65
23183	Electronics Technician, Maintenance III	17.58
23260	Fabric Worker	19.01
23290	Fire Alarm System Mechanic	16.40
23310	Fire Extinguisher Repairer	20.56
23340	Fuel Distribution System Mechanic	17.66
23370	General Maintenance Worker	21.06
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.56
23430	Heavy Equipment Mechanic	20.14
23440	Heavy Equipment Operator	19.01
23460	Instrument Mechanic	12.97
23470	Laborer	17.65
23500	Locksmith	18.31
23530	Machinery Maintenance Mechanic	18.94
23550	Machinist, Maintenance	14.99
23580	Maintenance Trades Helper	19.01
23640	Millwright	18.34
23700	Office Appliance Repairer	17.65
23740	Painter, Aircraft	17.65
23760	Painter, Maintenance	23.01
23790	Pipefitter, Maintenance	20.30
23800	Plumber, Maintenance	19.01
23820	Pneudraulic Systems Mechanic	19.01
23850	Rigger	17.66
23870	Scale Mechanic	18.85
23890	Sheet-Metal Worker, Maintenance	17.08
23910	Small Engine Mechanic	19.01
23930	Telecommunication Mechanic I	20.10
23931	Telecommunication Mechanic II	19.01
23950	Telephone Lineman	19.01
23960	Welder, Combination, Maintenance	18.97
23965	Well Driller	19.01
23970	Woodcraft Worker	

23980	Woodworker	16.42
<b>24000</b>	<b>Personal Needs Occupations</b>	
24570	Child Care Attendant	11.83
24580	Child Care Center Clerk	14.75
24600	Chore Aid	8.85
24630	Homemaker	14.58
<b>25000</b>	<b>Plant and System Operation Occupations</b>	
25010	Boiler Tender	20.14
25040	Sewage Plant Operator	18.81
25070	Stationary Engineer	20.14
25190	Ventilation Equipment Tender	15.75
25210	Water Treatment Plant Operator	17.99
<b>27000</b>	<b>Protective Service Occupations</b>	
	Police Officer	21.08
	Alarm Monitor	15.36
27004	Corrections Officer	17.83
27006	Court Security Officer	20.30
27010	Detention Officer	18.45
27040	Firefighter	20.30
27070	Guard I	9.32
27101	Guard II	15.08
<b>28000</b>	<b>Stevedoring/Longshoremen Occupations</b>	
	Blocker and Bracer	17.66
28010	Hatch Tender	17.66
28020	Line Handler	17.66
28030	Stevedore I	16.28
28040	Stevedore II	17.68
<b>29000</b>	<b>Technical Occupations</b>	
	Graphic Artist	22.02
21150	Air Traffic Control Specialist, Center (2)	29.12
29010	Air Traffic Control Specialist, Station (2)	20.08
29011	Air Traffic Control Specialist, Terminal (2)	22.11
29012	Archeological Technician I	17.16
29023	Archeological Technician II	19.21
29024	Archeological Technician III	23.81
29025	Cartographic Technician	27.34
29030	Computer Based Training (CBT) Specialist/Instructor	26.79
29035	Civil Engineering Technician	23.77
29040	Drafter I	12.73
29061	Drafter II	15.14
29062	Drafter III	16.97
29063	Drafter IV	23.81
29064	Engineering Technician I	14.22
29081	Engineering Technician II	15.97
29082		

29083	Engineering Technician III	20.81
29084	Engineering Technician IV	25.33
29085	Engineering Technician V	30.83
29086	Engineering Technician VI	34.27
29090	Environmental Technician	19.44
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	22.85
29210	Laboratory Technician	18.37
29240	Mathematical Technician	23.81
29361	Paralegal/Legal Assistant I	15.67
29362	Paralegal/Legal Assistant II	17.87
29363	Paralegal/Legal Assistant III	19.58
29364	Paralegal/Legal Assistant IV	21.37
29390	Photooptics Technician	21.66
29480	Technical Writer	26.20
29491	Unexploded Ordnance (UXO) Technician I	18.51
29492	Unexploded Ordnance (UXO) Technician II	22.39
29493	Unexploded Ordnance (UXO) Technician III	26.84
29494	Unexploded (UXO) Safety Escort	18.51
29495	Unexploded (UXO) Sweep Personnel	18.51
29620	Weather Observer, Senior (3)	18.59
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.72
29622	Weather Observer, Upper Air	16.72
<b>31000</b>	<b>Transportation/ Mobile Equipment Operation Occupations</b>	
		17.42
31030	Bus Driver	9.58
31260	Parking and Lot Attendant	13.49
31290	Shuttle Bus Driver	10.92
31300	Taxi Driver	13.78
31361	Truckdriver, Light Truck	19.16
31362	Truckdriver, Medium Truck	19.91
31363	Truckdriver, Heavy Truck	19.91
31364	Truckdriver, Tractor-Trailer	
<b>99000</b>	<b>Miscellaneous Occupations</b>	
		10.12
99020	Animal Caretaker	9.69
99030	Cashier	10.53
99041	Carnival Equipment Operator	10.98
99042	Carnival Equipment Repairer	9.24
99043	Carnival Worker	11.83
99050	Desk Clerk	25.40
99095	Embalmer	10.54
99300	Lifeguard	25.40
99310	Mortician	13.24
99350	Park Attendant (Aide)	11.90
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	16.83
99500	Recreation Specialist	12.42
99510	Recycling Worker	

99610	Sales Clerk	10.54
99620	School Crossing Guard (Crosswalk Attendant)	9.24
99630	Sport Official	10.54
99658	Survey Party Chief (Chief of Party)	15.77
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.34
99660	Surveying Aide	9.36
99690	Swimming Pool Operator	14.24
99720	Vending Machine Attendant	13.14
99730	Vending Machine Repairer	14.23
99740	Vending Machine Repairer Helper	13.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.